

# ADVANCING MISSOURI'S ECONOMY: GLOBAL WORKERS FOR A GLOBAL MARKETPLACE



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TIMELY TARGETED INTELLIGENT

# Permanent Labor Certification Program

## Summary

Competing in a 21st century global marketplace not only requires the free and fair exchange of goods and services among trading partners, but it also demands attracting skilled labor from around the world. While maximizing talent at home is an essential goal of regional and state economies, attracting talent abroad ensures those economies remain competitive players in the global economy.

Data from the Office of Foreign Labor Certification (OFLC) shows Missouri had the 23rd most cases among states certified under the U.S. Permanent Labor Certification Program (PERM) in 2007.

<http://www.foreignlaborcert.doleta.gov/>

PERM is commonly known as the "Green Card" employment-based immigration program.

PERM data can be useful for workforce professionals and economic developers in determining the demand for foreign talent in rural or urban areas by occupation, industry, wages, country of citizenship, employer name, and other key characteristics.



## Highlights

- **Missouri ranks 23rd in the nation with 507 PERM-certified workers in 2007**
- **Ninety-two percent of these workers had a bachelor's degree or higher**
- **The median annual wage for these workers was \$68,182**

*The most PERM-certified workers by:*

- **Country of Origin—India (176), China (59), Canada (30), Pakistan (30)**
- **Border State—Illinois (3,977), Tennessee (483), Kansas (359)**
- **County—St. Louis City (200), Jackson (91), St. Louis County (51)**
- **Industry (NAICS-based)—Professional, Scientific, & Technical Services (141), Educational Services (102), and Health Care & Social Assistance (79)**
- **Missouri Targeted Industry Cluster—Information Technology (115), Finance (37), Agribusiness (31)**
- **Occupation (SOC-based)—Computer Software Engineers, Applications (54), Computer Programmers (34), Physicians & Surgeons (25)**
- **METS Discipline—Computer Science (103), Engineering (66), Life Sciences (51)**



# Statistical Summary: 2007

Top Industries (NAICS-based)	Certified Workers	Median Annual Wage
Professional and Technical Services	141	\$70,000
Educational Services	102	\$54,500
Health Care and Social Assistance	79	\$138,216
Manufacturing	47	\$69,000
Finance and Insurance	21	\$75,317
Accommodation and Food Services	16	\$25,314
Real Estate and Rental and Leasing	15	\$75,000
Retail Trade	14	\$45,303
Wholesale Trade	12	\$57,321
Other Services, Except Public Administration	<10	\$43,700
Administrative and Waste Services	<10	\$82,430
Construction	<10	\$76,906
Transportation and Warehousing	<10	\$56,964
Management of Companies and Enterprises	<10	\$74,643
Information	<10	\$65,000
Public Administration	<10	\$51,500
Utilities	<10	\$79,612
Mining	<10	\$76,274
Arts, Entertainment, and Recreation	<10	\$33,000
<b>Total</b>	<b>485</b>	<b>\$69,000</b>

Top Occupations (SOC-based)	Certified Workers	Median Annual Wage
Computer Software Engineers, Applications	54	\$74,804
Computer Programmers	34	\$64,875
Physicians & Surgeons, All Other	25	\$165,000
Computer Systems Analysts	19	\$69,000
Computer Software Engineers, Systems Software	16	\$77,001
Accountants & Auditors	12	\$50,690
Mechanical Engineers	11	\$65,726
Medical & Clinical Laboratory Technologists	11	\$39,541
Health Specialties Teachers, Postsecondary	11	\$117,500
Civil Engineers	10	\$58,302
Mathematical Science Teachers, Postsecondary	10	\$69,850
<b>Total</b>	<b>184</b>	<b>\$73,318</b>

Level of Experience	Certified Workers	Median Annual Wage
Entry	108	\$46,013
Qualified	189	\$66,126
Experienced	120	\$74,547
Fully Competent	82	\$76,586
<b>Total</b>	<b>499</b>	<b>\$68,000</b>

Top Employers
Washington University in St. Louis
The Curators of the University of Missouri
Monsanto Company
The Crawford Group, Inc.
University of Missouri - Kansas City
Aurora Systems Group, Inc.
ABB Inc.
Barnes-Jewish Hospital
Freeman Health System
H & R Block Services, Inc.
Saint Louis University
Seven Seas Technologies, Inc.

Country of Citizenship	Certified Workers
India	176
China	59
Canada	30
Pakistan	30
Phillipines	26
South Korea	24
Taiwan	15
Mexico	14
United Kingdom	12
Malaysia	7
<b>Total</b>	<b>393</b>

Year	Certified Workers
2007	507
2006	588
2005	34
2004	278
2003	350
2002	562
2001	640
2000	256

# Workers by Country

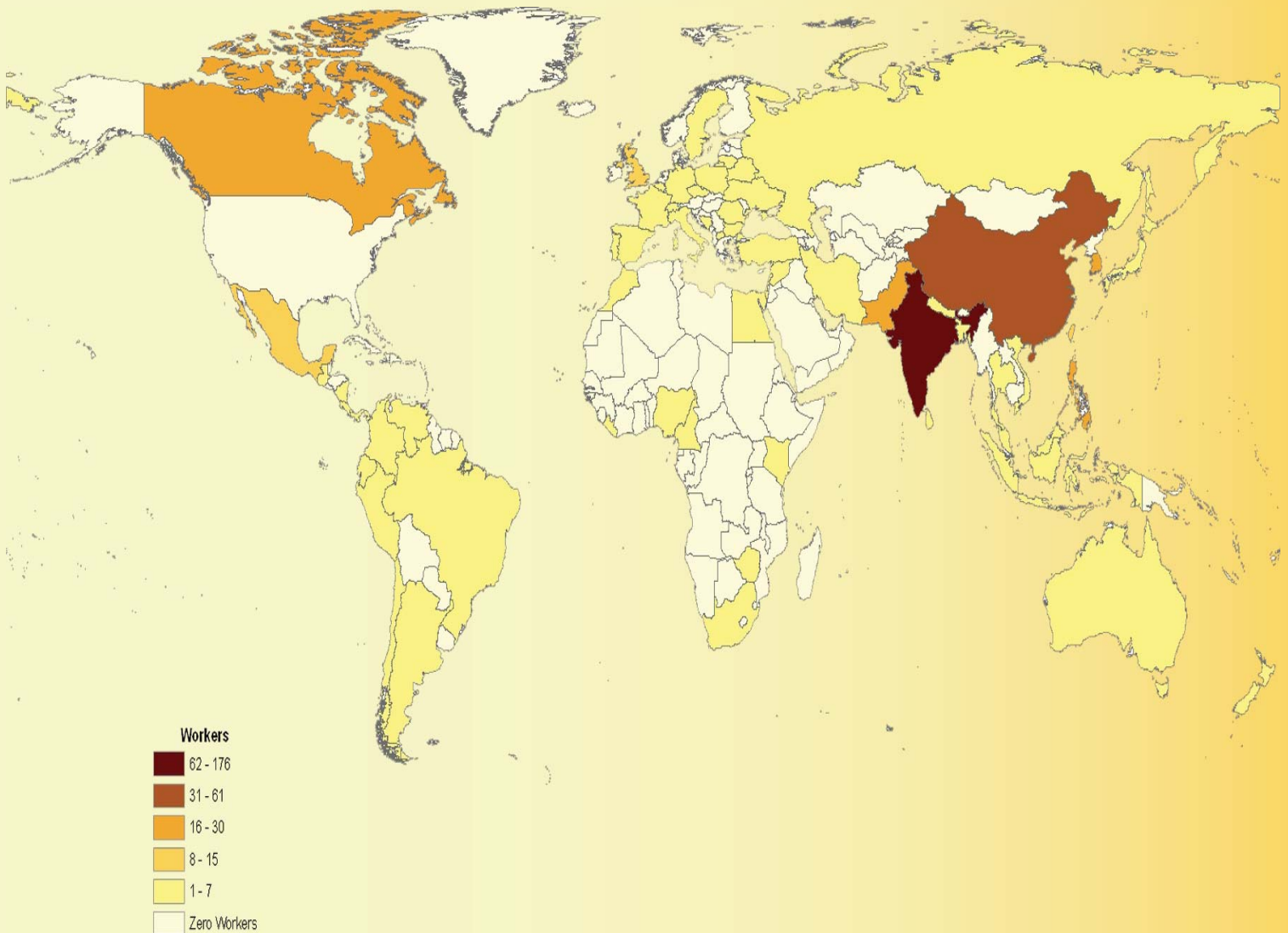
Missouri had 63 different nations represented in employment, a little more than a third of the U.S. total of 176 nations, according to the OFLC. Countries with the most PERM-certified workers were India (176), China (59), Canada and Pakistan, each with 30.

India also had the most workers in the U.S. with 24,573 workers.

Occupations with the highest employment among PERM-certified workers from India were Computer Software Engineers, Applications (39), Computer Programmers (25), Computer Software Engineers, Systems Software and Computer Systems Analysts with 14 workers each.

Sixty-three percent of the salaried workers from Pakistan and Syria were physicians or surgeons.

## PERM-Certified Workers in Missouri by Country of Origin, 2007



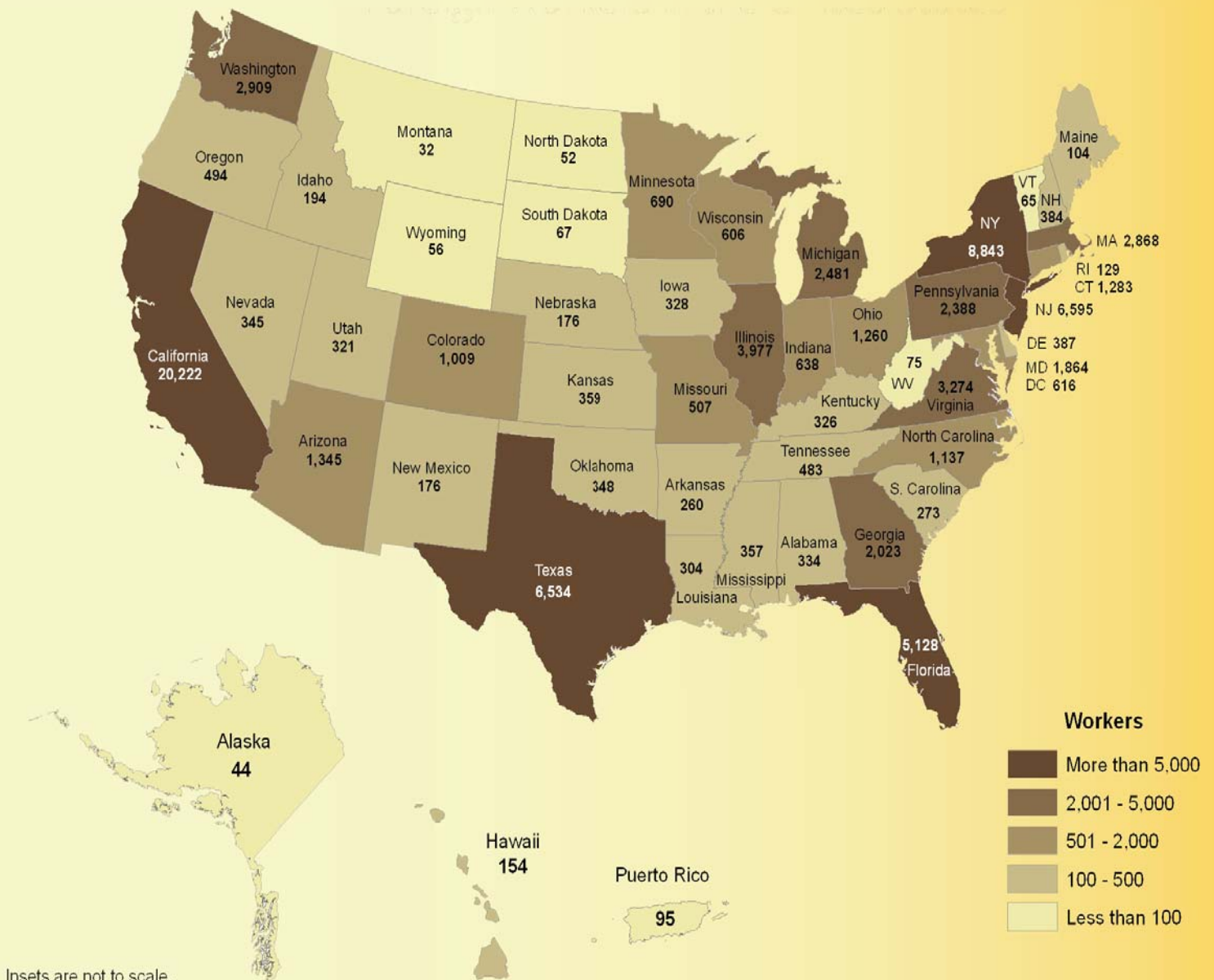
# Workers by State

Missouri ranked 23rd in the nation with 507 PERM-certified workers, employed by 274 different employers in 2007. Washington University in St. Louis employed the most workers, followed by The Curators of the University of Missouri, Monsanto Company, and The Crawford Group, Inc.

In the U.S., there were 85,112 certified workers in 2007 employed by 43,482 different employers located in all 50 states.

States with the most PERM-certified workers were California (20,222), New York (8,843), New Jersey (6,595), Texas (6,534), and Florida (5,128).

## PERM-Certified Workers by State, 2007



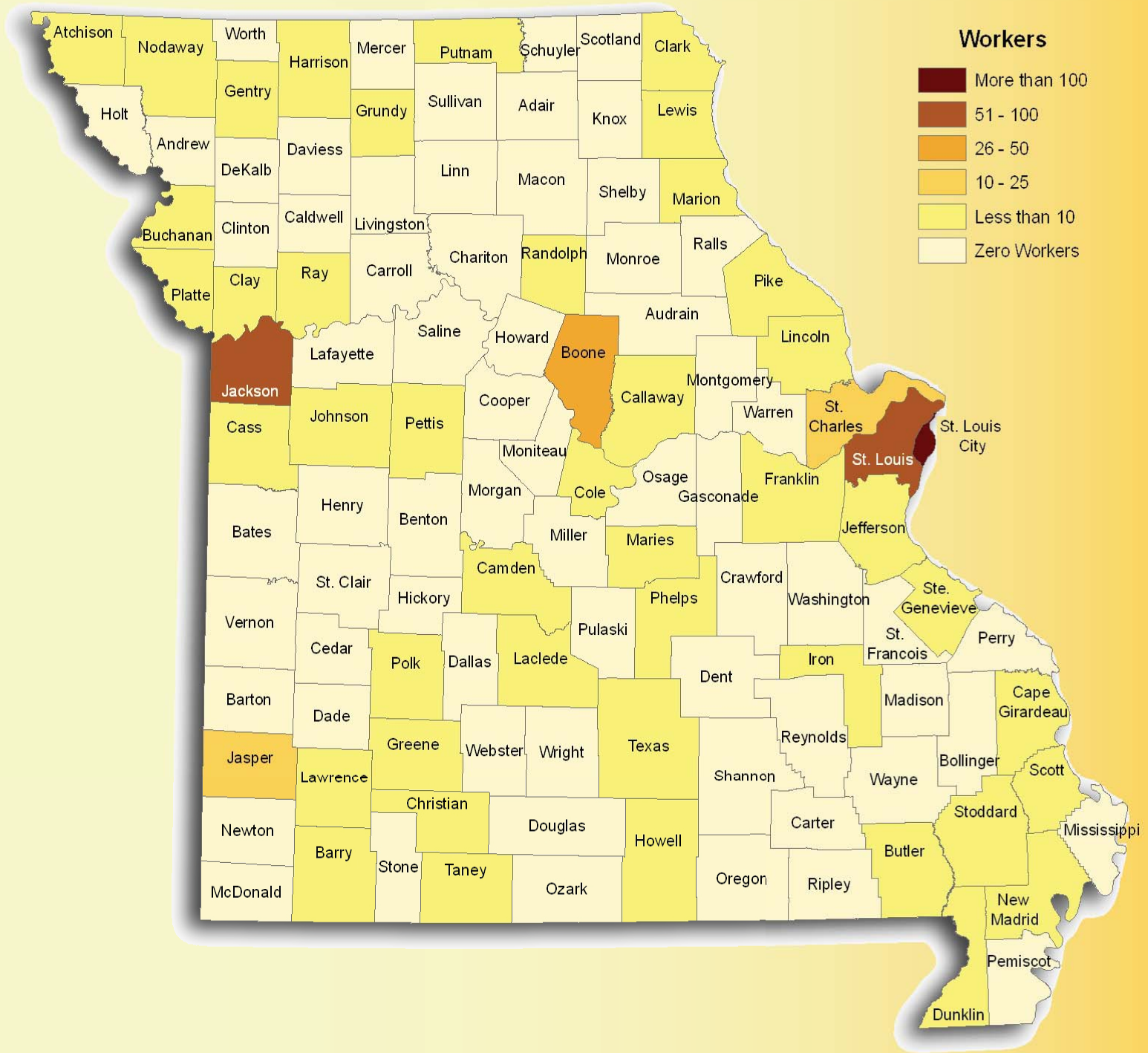
Insets are not to scale.



# Workers by County

There were 49 counties in Missouri which employed PERM-certified workers in 2007. Employers in the St. Louis region employed 61.5 percent of these workers with St. Louis City employing 200, St. Louis County 51, and St. Charles 20. The majority of PERM-certified workers in all counties (44.8%) listed India as their country of origin. Other leading counties with PERM-certified workers were Jackson (91), Boone (28), and Jasper (18).

## PERM-Certified Workers by County, 2007



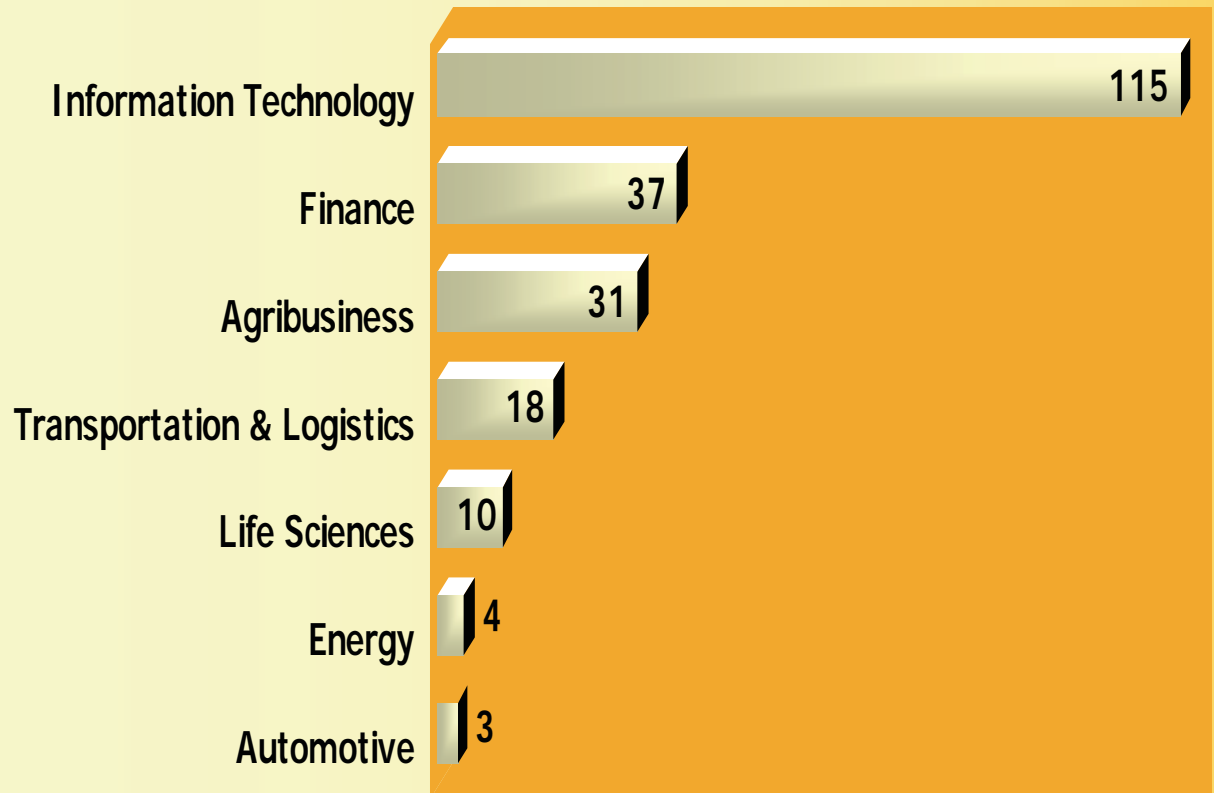
# Industry Analysis: Targeted Clusters

The Missouri Department of Economic Development has identified eight Industry Clusters, which are defined as a group of businesses “linked by core products or services.” These businesses may have common supply chains, labor needs, technologies, and markets. By merging Targeted Industry Cluster data with OFLC data, we can see which clusters have the demand for and are attracting global workers to Missouri businesses in those specific clusters.

## PERM-Certified Workers by Industry Cluster, 2007

The Information Technology (IT) Industry Cluster contained over half (52%) of the PERM-certified workers in Missouri in 2007.

PERM-certified workers in the Finance Cluster were primarily from India, China, and Pakistan. Workers in this cluster made a median annual wage of \$72,931.



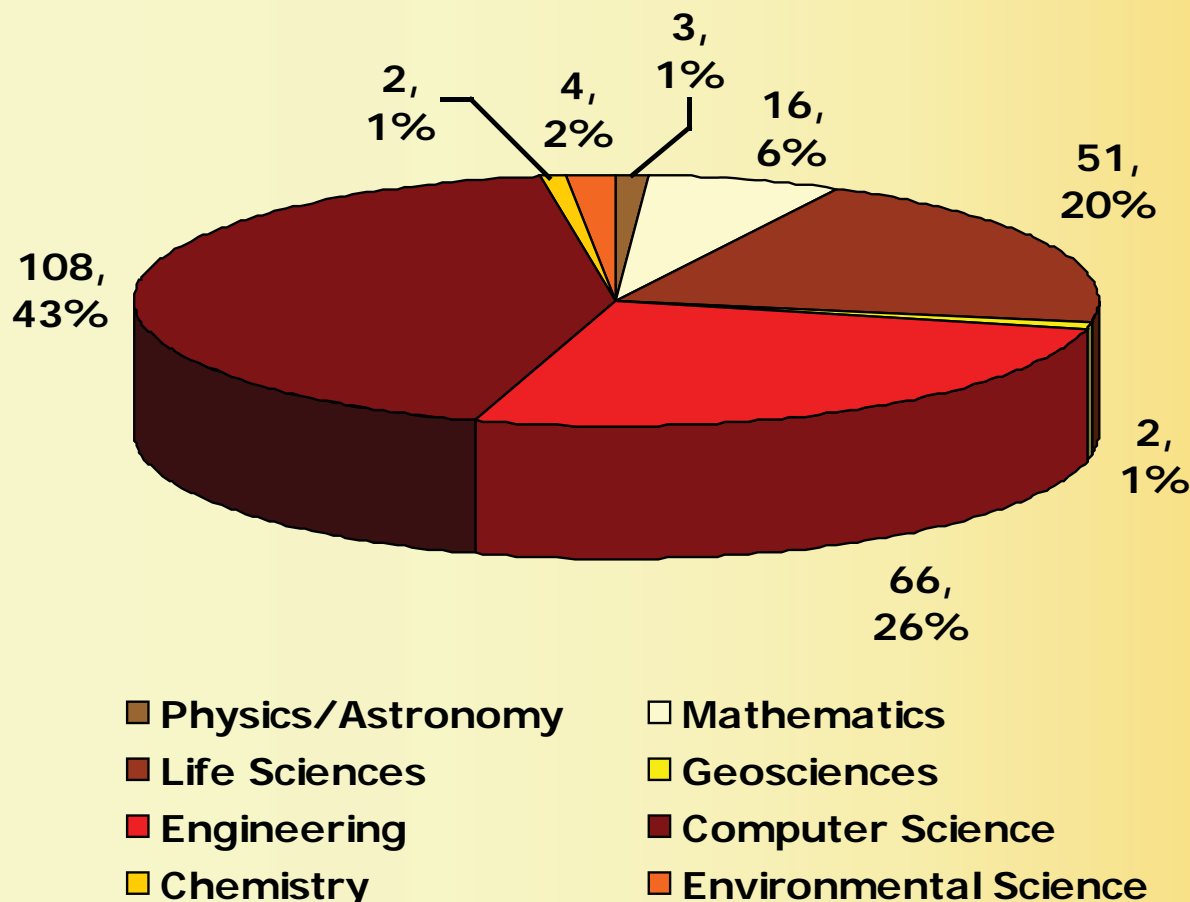
The cluster with the highest median annual wage was Life Sciences with \$77,230. This included workers in occupations such as Biochemists and Biophysicists, Statisticians, and Mechanical Engineers.

Industry Cluster	Median Annual Wage	Top Occupation	Top Country of Origin
Information Technology	\$70,470	Computer Software Engineers, Applications	India
Finance	\$72,931	Computer Software Engineers, Applications	India
Agribusiness	\$42,027	Chefs and Head Cooks	China
Transportation & Logistics	\$59,000	Truck Drivers, Heavy and Tractor-Trailer	S. Korea
Life Sciences	\$77,230	Statisticians	China
Energy	\$62,369	Industrial Engineers	China
Automotive	\$34,757	Financial Analysts	Thailand

# Occupation Analysis: METS Disciplines

The various Mathematics, Engineering, Technology, and Science occupations which make up the METS disciplines were merged with the PERM-certified worker data to reveal that occupations in Computer Science (43%), Engineering (26%), and Life Sciences (20%) contained the highest concentrations of PERM-certified workers.

## PERM-Certified Workers by METS Discipline, 2007



Missouri has seen an increase in PERM-certified workers employed in METS-related occupations from 2006 to 2007. Sizable increases occurred in Life Sciences (+31), Computer Science (+22), and Mathematics (+10) with decreases in Engineering (-27).

METS Discipline	2006	2007
Computer Science	86	108
Engineering	93	66
Life Sciences	20	51
Mathematics	6	16
Environmental Science	1	4
Physics/Astronomy	1	3
Chemistry	--	2
Geosciences	--	2
<b>Total PERM-Certified by METS Disciplines</b>	<b>207</b>	<b>252</b>



# Border States: METS Disciplines

Compared to its border states, Missouri had the second most PERM-certified workers in all occupations and the second most workers in METS occupations, trailing only Illinois (2,098). Among these states, Missouri offered the highest median wages for all PERM-certified workers (\$68,182) and the second highest for workers in METS discipline occupations (\$65,500).

Just under half (49.7%) of all PERM-certified workers in Missouri were employed in METS discipline occupations.

State	Perm Certified Workers	PERM-certified workers in METS occupations	Percent of PERM-certified workers in METS occupations	Median Wage Offer METS occupations	Total Employment
Illinois	3,977	2,098	52.8	\$68,000	6,361,750
Missouri	507	252	49.7	\$65,500	2,878,399
Tennessee	483	146	30.2	\$58,900	2,893,748
Kansas	359	188	52.4	\$62,000	1,418,666
Oklahoma	348	109	31.3	\$60,000	1,657,964
Iowa	328	170	51.8	\$63,700	1,598,261
Kentucky	326	162	49.7	\$50,980	1,932,028
Arkansas	260	95	36.5	\$52,000	1,293,852
Nebraska	176	113	64.2	\$65,312	953,769

Every border state had its highest concentration of workers in the METS disciplines of Computer Science or Engineering with all having the most workers in METS disciplines coming from India.

## Occupations in the METS Discipline of Computer Science in Missouri, 2007

Within the METS discipline of Computer Science, the occupations with the highest concentration of workers in Missouri were computer programmers (25), computer systems analysts (21), and accountants & auditors (18). The state employed more computer programmers with PERM-certification than all of the border states except Illinois.

